

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FSIS (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |
|  | 2011                      | 2012 | 2013 | 2014 | 2015 |               |
| Number of Complaints Filed   | 81                        | 68   | 46   | 60   | 62   | 40            |
| Number of Complainants   | 79                        | 66   | 43   | 56   | 61   | 39            |
| Repeat Filers  | 2                         | 2    | 2    | 4    | 1    | 1             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |
|  | 2011                      | 2012 | 2013 | 2014 | 2015 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 38                        | 31   | 23   | 33   | 27   | 14            |
| Color  | 8                         | 14   | 14   | 20   | 15   | 1             |
| Religion   | 6                         | 5    | 3    | 4    | 6    | 1             |
| Reprisal   | 40                        | 29   | 30   | 34   | 34   | 19            |
| Sex  | 36                        | 27   | 19   | 33   | 20   | 17            |
| PDA  | 0                         | 0    | 0    | 2    | 0    | 0             |
| National Origin  | 16                        | 13   | 5    | 11   | 12   | 2             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act  | 0                                | 1           | 2           | 1           | 0           | 1                    |
| Age  | 30                               | 28          | 17          | 26          | 24          | 12                   |
| Disability   | 18                               | 20          | 23          | 18          | 19          | 15                   |
| Genetics   | 2                                | 0           | 1           | 0           | 0           | 0                    |
| Non-EEO  | 11                               | 7           | 5           | 11          | 10          | 7                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |
| Appointment/Hire   | 8                                | 2           | 1           | 3           | 4           | 0                    |
| Assignment of Duties   | 8                                | 6           | 6           | 12          | 10          | 5                    |
| Awards   | 2                                | 2           | 2           | 2           | 1           | 0                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 1           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Reprimand  | 3                                | 2           | 2           | 6           | 6           | 2                    |
| Suspension   | 5                                | 4           | 4           | 5           | 11          | 5                    |
| Removal  | 3                                | 2           | 1           | 2           | 2           | 0                    |
| Other  | 0                                | 0           | 0           | 0           | 0           | 1                    |
| Duty Hours   | 0                                | 1           | 0           | 5           | 3           | 3                    |
| Perf. Eval./ Appraisal   | 11                               | 5           | 9           | 11          | 9           | 6                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 42                               | 36          | 33          | 33          | 37          | 19                   |
| Sexual   | 8                                | 2           | 1           | 0           | 3           | 3                    |
| Medical Examination  | 0                                | 1           | 0           | 2           | 2           | 0                    |
| Pay including overtime   | 2                                | 1           | 6           | 6           | 3           | 4                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Promotion/Non-Selection  | 10                               | 18          | 3           | 13          | 16          | 8                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 4                                | 0           | 1           | 0           | 1           | 0                    |
| Directed   | 6                                | 8           | 4           | 10          | 9           | 0                    |
| Reasonable Accommodation Disability                              | 2                                | 4           | 6           | 6           | 10          | 2                    |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Retirement   | 0                                | 1           | 0           | 0           | 1           | 1                    |
| Sex-Stereotyping   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Telework   | 0                                | 0           | 0           | 0           | 0           | 3                    |
| Termination  | 6                                | 10          | 4           | 3           | 9           | 1                    |
| Terms/Conditions of Employment                                   | 8                                | 12          | 14          | 18          | 16          | 5                    |
| Time and Attendance  | 8                                | 7           | 4           | 8           | 13          | 3                    |
| Training   | 3                                | 8           | 2           | 5           | 1           | 2                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| User Defined - Other 1   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| User Defined - Other 2   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| User Defined - Other 3   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| User Defined - Other 4   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2016Thru03-31</b> |
|  | <b>2011</b>                      | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 0                                | 0           | 0           | 0           | 0           | 205.17               |
| Average number of days in final action                           | 0                                | 0           | 0           | 0           | 0           | 66.36                |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |

|  |                           |        |        |        |        |               |      |   |      |     |               |   |
|--|---------------------------|--------|--------|--------|--------|---------------|------|---|------|-----|---------------|---|
| Average number of days in investigation                              | 262.65                    | 227.02 | 206.39 | 203.73 | 178.12 | 185.00        |      |   |      |     |               |   |
| Average number of days in final action                               | 91.40                     | 114.43 | 299.75 | 339.00 | 120.18 | 46.67         |      |   |      |     |               |   |
| Complaint pending during fiscal year where hearing was not requested |                           |        |        |        |        |               |      |   |      |     |               |   |
| Average number of days in investigation                              | 331.78                    | 280.11 | 250.67 | 193.35 | 227.54 | 215.25        |      |   |      |     |               |   |
| Average number of days in final action                               | 179.13                    | 113.93 | 133.89 | 135.19 | 81.47  | 90.00         |      |   |      |     |               |   |
| Complaints Dismissed by Agency                                       | Comparative Data          |        |        |        |        |               |      |   |      |     |               |   |
|  | Previous Fiscal Year Data |        |        |        |        | 2016Thru03-31 |      |   |      |     |               |   |
|  | 2011                      | 2012   | 2013   | 2014   | 2015   |               |      |   |      |     |               |   |
| Total Complaints Dismissed by Agency                                 | 14                        | 11     | 11     | 6      | 8      | 1             |      |   |      |     |               |   |
| Average days pending prior to dismissal                              | 342                       | 492    | 114    | 77     | 92     | 77            |      |   |      |     |               |   |
| Complaints Withdrawn by Complainants                                 |                           |        |        |        |        |               |      |   |      |     |               |   |
| Total Complaints Withdrawn by Complainants                           | 8                         | 5      | 3      | 6      | 5      | 4             |      |   |      |     |               |   |
| Total Final Agency Actions Finding Discrimination                    | Comparative Data          |        |        |        |        |               |      |   |      |     |               |   |
|  | Previous Fiscal Year Data |        |        |        |        |               |      |   |      |     | 2016Thru03-31 |   |
|  | 2011                      |        | 2012   |        | 2013   |               | 2014 |   | 2015 |     |               |   |
|  | #                         | %      | #      | %      | #      | %             | #    | % | #    | %   | #             | % |
| Total Number Findings  | 0                         |        | 2      |        | 0      |               | 0    |   | 1    |     | 0             |   |
| Without Hearing  | 0                         | 0      | 0      | 0      | 0      | 0             | 0    | 0 | 0    | 0   | 0             | 0 |
| With Hearing   | 0                         | 0      | 2      | 100    | 0      | 0             | 0    | 0 | 1    | 100 | 0             | 0 |

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|   |                           |    |      |     |      |    |      |    |      |     |               |   |
|---|---------------------------|----|------|-----|------|----|------|----|------|-----|---------------|---|
| Age   | 0                         | 0  | 1    | 50  | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Disability                                      | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 1    | 100 | 0             | 0 |
| Genetics  | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Non-EEO   | 0                         | 0  | 1    | 50  | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
|   |                           |    |      |     |      |    |      |    |      |     |               |   |
| Findings Without Hearing                        | 4                         |    | 1    |     | 3    |    | 5    |    | 0    |     | 0             |   |
| Race  | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Color   | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Religion  | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Reprisal  | 1                         | 25 | 0    | 0   | 1    | 33 | 0    | 0  | 0    | 0   | 0             | 0 |
| Sex   | 1                         | 25 | 0    | 0   | 1    | 33 | 0    | 0  | 0    | 0   | 0             | 0 |
| PDA   | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| National Origin                                 | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Equal Pay Act                                   | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Age   | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Disability                                      | 2                         | 50 | 1    | 100 | 1    | 33 | 4    | 80 | 0    | 0   | 0             | 0 |
| Genetics  | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Non-EEO   | 0                         | 0  | 0    | 0   | 1    | 33 | 1    | 20 | 0    | 0   | 0             | 0 |
| Findings of Discrimination<br>Rendered by Issue | Comparative Data          |    |      |     |      |    |      |    |      |     |               |   |
|   | Previous Fiscal Year Data |    |      |     |      |    |      |    |      |     | 2016Thru03-31 |   |
|   | 2011                      |    | 2012 |     | 2013 |    | 2014 |    | 2015 |     |               |   |
|   | #                         | %  | #    | %   | #    | %  | #    | %  | #    | %   | #             | % |
| Total Number Findings                           | 4                         |    | 3    |     | 3    |    | 5    |    | 1    |     | 0             |   |
| Appointment/Hire                                | 0                         | 0  | 0    | 0   | 1    | 33 | 0    | 0  | 0    | 0   | 0             | 0 |
| Assignment of Duties                            | 1                         | 25 | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Awards  | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Conversion to Full Time/Perm Status             | 0                         | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0    | 0   | 0             | 0 |
| Disciplinary Action                             |                           |    |      |     |      |    |      |    |      |     |               |   |

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|   |                           |      |      |      |      |               |   |   |   |   |   |   |
|---|---------------------------|------|------|------|------|---------------|---|---|---|---|---|---|
| User Defined - Other 3  | 0                         | 0    | 0    | 0    | 0    | 0             | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4  | 0                         | 0    | 0    | 0    | 0    | 0             | 0 | 0 | 0 | 0 | 0 | 0 |
| Pending Complaints Filed in Previous Fiscal Years by Status         | Comparative Data          |      |      |      |      |               |   |   |   |   |   |   |
|   | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |   |   |   |   |   |   |
|   | 2011                      | 2012 | 2013 | 2014 | 2015 |               |   |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 57                        | 55   | 62   | 37   | 41   | 53            |   |   |   |   |   |   |
| Total Complainants  | 50                        | 54   | 60   | 35   | 40   | 50            |   |   |   |   |   |   |
| Number complaints pending   |                           |      |      |      |      |               |   |   |   |   |   |   |
| Investigation   | 5                         | 2    | 1    | 2    | 0    | 9             |   |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 1                         | 0    | 0    | 0    | 1    | 2             |   |   |   |   |   |   |
| Hearing   | 33                        | 32   | 36   | 32   | 36   | 0             |   |   |   |   |   |   |
| Final Agency Action   | 20                        | 16   | 24   | 2    | 5    | 3             |   |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 1                         | 1    | 3    | 9    | 19   | 20            |   |   |   |   |   |   |
| Complaint Investigations  | Comparative Data          |      |      |      |      |               |   |   |   |   |   |   |
|   | Previous Fiscal Year Data |      |      |      |      | 2016Thru03-31 |   |   |   |   |   |   |
|   | 2011                      | 2012 | 2013 | 2014 | 2015 |               |   |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 13                        | 5    | 8    | 1    | 0    | 5             |   |   |   |   |   |   |